

# OFFICIAL GAZETTE



## GOVERNMENT OF GOA, DAMAN AND DIU

### EXTRAORDINARY

#### GOVERNMENT OF GOA, DAMAN AND DIU

##### Industries and Labour Department

##### Order

No. 28/1/79-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. Zuari Agro Chemicals Limited, Zuari-nagar, Goa and their workmen represented through the Zuari Agro Chemicals Limited Employees' Union (Goa), Zuari-nagar, Goa, in respect of the matter specified in the Schedule hereto annexed (hereinafter referred to as the said dispute):

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication:

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Act No. 14 of 1947), the Lieutenant Governor of Goa, Daman and Diu, is pleased to refer the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu, constituted under section 7 of the said Act.

##### SCHEDULE

"Whether the demand of the workmen raised in the Charter and incorporated in the Schedule annexed hereto is justified?"

And

If so, to what relief the workmen are entitled to, under the separate heads of the demand and from which date?"

##### SCHEDULE

1) *Revision of scales of pay:* Of A-1 to A-10 grades and T-1 to T-8 Grades of the Factory together with the rates of fixed Dearness Allowance, Additional Dearness Allowance and Variable Dearness Allowance as demanded. Also, the employees to be redesignated and proper grades awarded in the section where it did not exist to be effective from 1st October, 1979. The revised basic scales of pay demanded are as under:

##### Basic Pay

A1 290-10-440	T1 315-10-385-12-481
A2 315-10-385-12-481	T2 355-13-446-15-566
A3 355-13-446-15-566	T3 390-14-438-18-632
A4 370-13-461-15-581	T4 430-14-528-19-680
A5 390-14-488-18-632	T5 495-16-607-21-775
A6 430-14-528-19-680	T6 560-19-693-26-901
A7 495-16-607-21-775	T7 670-30-880-40-1200
A8 595-23-756-29-988	T8 750-39-1023-49-1415
A9 635-29-838-35-1118	
A10 750-39-1023-49-1415	

2) *Promotion policy:* The existing conditions of promotions to be improved upon by more scientific policy considering the employees who have completed 5 years of service in a particular cadre and also to such employees who have reached the maximum of the scales in the grades but stagnating.

3) *Working hours:* The working hours of all the employees working in the Company should be reduced to 40 hours a week.

4) *Leave facilities:* 30 days in a year with the accumulation of sick leave, casual leave with full pay for 12 days' in a year, sick leave with half pay for 30 days' in a year and paid festival holidays for 12 days' in a year should be granted with option to the workmen to combine such leave with weekly off or with holidays.

5) *Allowances:* Shift Allowance @ 20%, House Rent Allowance @ 30% of wages, Personal Allowance of Rs. 300/- to Rs. 200/- for motor cycle and Moped as the case may be, Transport Allowance of Rs. 60/- per month, Garden Allowance of Rs. 25/- per month, Bhatta Allowance at double the existing rate should be granted.

6) *Leave travel concession:* All the employees and their dependent, parents, wife and children should, be provided leave travel concession to and fro, once in a year, upto a distance of 8,000 Kilometres. Home Travel Assistance should be allowed to all the children and dependent, with first class rail fare and the option left to the employees to avail of leave travel concession or Home Travel Assistance.

7) *Medical facilities:* All the employees should be allowed re-imbursement of medical expenses to the extent of Rs. 150/- per month.

8) *Canteen:* The canteen in Factory should be run by the Company and the price of articles thereto be fixed in consultation with the workmen.

9) *Weightage*: Should be given to the employees, who gain extra qualification during their tenure of service of the Company.

10) *Production incentive*: Should be introduced to reach the targets of production.

11) *Job description*: Exhaustive job description should be given to all the jobs done by the employees.

12) *Special allowance*: At the rate of 10% of wages should be given to all the employees of N.P.K. and Bagging Plants of the Factory.

13) *Pattern of overtime work and payments*: Considering the nature of work, of the Guest House, attendants and at

the Director's Bungalow at Zuarinagar, should such workmen be entitled to overtime payment as applicable to other workmen of the Factory or the office of M/s. Zuari Agro Chemicals Limited.

14) *Training facilities*: Together with refresher training facilities should be provided to all the Employees on the pattern provided to the Officers of the Company.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

G. K. Bhattacharya, Secretary (I. & L.).

Panaaji, 1st November, 1980.